Nepotism

115.1 PURPOSE AND SCOPE

This policy outlines the process for addressing nepotism within the corrections bureau.

115.2 POLICY

It is the policy of the Thurston County Sheriff's Office/Corrections Bureau to avoid the practice or appearance of nepotism in employment. The identity or status of a relative may not be considered in the employment decision unless a business necessity exception exists.

115.3 RESTRICTIONS

A close relative or spouse of a TCSO employee shall not be involved where one or more of the following exist:

(a) The recruitment, screening, appointment, termination, promotion, demotion, or the approval of salary increases or decreases of a close relative, spouse, or a person with whom the employee shares a substantial economic interest; A "close relative" includes an employee's or employee's spouse's mother, father, child (including adopted and foster children"), brother, sister, grandparent, grandchild, aunt, uncle, niece, and nephew.

(b) Where a close relative or spouse would have the authority or practical power to evaluate, appoint, remove, or discipline the other exists:

(c) Where one relative or spouse would be responsible for auditing the work of the other;

(d) Where in order to protect its confidentiality, the county should limit the employment of spouses or close relatives to avoid reality or appearance of improper influence;

(e) In cases where a violation of this policy arises after employment (example: marriage) and in cases where such a relationship existed prior to implementation of this policy, the Sheriff or designee may choose to resolve conflict by either reassigning one of the employees to a comparable position where a conflict does not exist or by providing a written exception with the expectation that the employees will recuse themselves and not exert influence over employment and salary decisions that involve relatives.

(f) In cases where continued abuses of this policy and/or discipline occur as a result of spouses or close relatives working together, the TCSO spouses or close relatives may be reassigned as a way to resolve the conflict.

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